

BELLVILLE

INDEPENDENT SCHOOL DISTRICT

Bellville Junior High Campus Improvement Plan



2023-2024

BELLVILLE INDEPENDENT SCHOOL DISTRICT

LEADERSHIP

BOARD OF TRUSTEES

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Holly Cox - Transportation Director
Amber Klausmeyer - Accounting Director
JD Higginbotham - Maintenance Director

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Daniel Symm - Principal, Bellville Junior High
Karen Fishbeck - Principal, O'Bryant Intermediate
Tiffany Nipp - Principal, O'Bryant Primary
Tony Hancock - Principal, West End Elementary

BELLVILLE INDEPENDENT SCHOOL DISTRICT

LEARNERS TODAY. LEADERS TOMORROW.

MISSION/PURPOSE:

EMPOWER INDIVIDUALS THROUGH THEIR UNIQUE GIFTS & INTERESTS BISD, as the center of public education in our community, partners with students, staff, parents, and community to cultivate relevant learning experiences so that each individual is empowered by their unique gifts and interests.

VISION

GROW OUR ABILITIES TO POSITIVELY CONTRIBUTE

We learn through work and experiences that are purposeful, meaningful, and challenging to grow ourselves and our abilities to positively contribute to the world around us.

THE BELLVILLE WAY

FAMILY. TRUST. HIGH EXPECTATIONS.



LEARNING

Develop and attain local standards for high levels of integrated learning and performance.



LEADERSHIP

Foster a connected, collaborative, and strategic approach to continuous improvement for the district.



CULTURE

Create a culture that attracts, develops, and retains exceptional individuals to be part of our district and community.



COMMUNITY

Cultivate connections in our schools and community to ensure all feel safe, valued, and engaged in meaningful ways.

BELLVILLE ISD

LEARNERS TODAY. LEADERS TOMORROW.

WE LEARN

- through **experiences** that are purposeful & challenging;
- through **relationships** built on trust & respect;
- through **ownership** with accountability & feedback.

BELLVILLE ISD PORTRAIT OF A LEARNER



RECOGNIZES AND APPLIES UNIQUE GIFTS & STRENGTHS

The BISD learner discovers personal gifts and strengths through exposure and exploration and applies them in their work and service.



VALUES LEARNING & PERSONAL GROWTH

The BISD learner has the desire and ability to: learn, adapt, take risks, persevere, and respond constructively to feedback.



THINKS CRITICALLY & CREATIVELY

The BISD learner masters academic objectives by employing critical, creative, and innovative thought in their work.



EXHIBITS KINDNESS & CHARACTER

The BISD learner is kind and empathetic, and has a strong sense of ethics reflective of the values of our families, district, and community.



DEMONSTRATES DRIVE & PERSONAL RESPONSIBILITY

The BISD learner is inspired to dream without limits and driven to set and achieve goals; believing oneself to be capable of success.



LEADS & COMMUNICATES EFFECTIVELY

The BISD learner leads and communicates with purpose, and effectively forms relationships built on trust and respect.

BELLVILLE INDEPENDENT SCHOOL DISTRICT

BELLVILLE JUNIOR HIGH ADVISORY COUNCIL

MEMBERS

Jenna Swantner - Science Teacher
Allison Schaff - Math Teacher
Emily Mansfield - ELAR Teacher
Christina Jasso - Social Studies Teacher
Mary Beth Kirk - Exploring Pathways Teacher
Amy Green - Special Education/R.I.S.E. Teacher
Aaron Rettig - Band Teacher
Cindy Brashear - Paraprofessional
Lindsey Morille - Counselor
Krystal Rettig - Special Populations
Ruby Ruiz - Nurse
John Fullen - Community Representative
Anna Stephens - Parent Representative
Brenda Stewart - Community Representative/R.A.P
Amy Avant - Assistant Principal
Daniel Symm - Principal

2023 COMPREHENSIVE NEEDS ASSESSMENT

DATA SOURCES

Data and Input was reviewed from various individuals and sources. This data and input was used to determine the needs and priority improvement actions for the 2023-2024 school year. These data and input sources included:

- State assessment results
- State accountability reports
- Stakeholder input surveys
- PEIMS data
- Texas Academic Performance Reports - TAPR
- Insight from Student Panels
- Insight and observation from campus and district leaders

DATA ANALYSIS

Campus Attendance 96.0%	District Graduation Rate 99.4%
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*TAPR 2021-2022

Enrollment (as of PEIMS Snapshot in late October)

2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
518	507	513	544	560

Ethnicity and Race (as of PEIMS Snapshot in late October)

Hispanic/Latino	African American	White	American Indian/Alaskan	Asian	Hawaiian/Pacific Islander	Two or more races
35.54%	6.96%	53.75%	0.36%	0.18%	0.00%	3.21%

Special Populations (as of PEIMS Snapshot in late October)

Emergent Bilingual	Special Education	Economically Disadvantaged	Dyslexia	Homeless	Foster Care	Gifted and Talented	At Risk
10.36%	14.11%	47.86%	9.64%	0.71%	0.00%	11.43%	57.14%

2022 ACCOUNTABILITY HIGHLIGHTS

OVERALL CAMPUS RATING C		
STUDENT ACHIEVEMENT C	SCHOOL PROGRESS C	CLOSING THE GAPS C

2022 ALL SUBJECTS, ALL GRADES, ALL STUDENTS

% APPROACHES GRADE LEVEL 71	% MEETS GRADE LEVEL 40	% MASTERS GRADE LEVEL 22
DISTRICT AVERAGE 73	DISTRICT AVERAGE 43	DISTRICT AVERAGE 18

SCHOOL PROGRESS

(ELA/Reading and Math)

	Did Not Meet Grade Level Current Year		Approaches Grade Level Current Year		Meets Grade Level Current Year		Masters Grade Level
	Did Not Meet Progress	Met or Exceeded Progress	Did Not Meet Progress	Met or Exceeded Progress	Did Not Meet Progress	Met or Exceeded Progress	Progress Not Applicable
Did Not Meet Prior Year	109	123	0	99	-	12	3
Approaches Grade Level Prior Year	45	0	49	82	-	56	25
Meets Grade Level Prior Year	3	-	45	-	23	45	57
Masters Grade Level Prior Year	1	-	19	-	45	-	142

CLOSING THE GAPS

✓ - Met Target ✗ - Did Not Meet Target	Met Grade Level Reading (%)	Met Grade Level Math (%)	Met College, Career, & Military Readiness (%)
All Students	47 ✓	37 ✗	n/a
African American	8 ✗	8 ✗	n/a
Hispanic	41 ✓	26 ✗	n/a
White	57 ✗	48 ✗	n/a
Two or More Races	n/a	n/a	n/a
Economically Disadvantaged	33 ✓	23 ✗	n/a
Emergent Bilingual (Current & Monitored)	21 ✗	18 ✗	n/a
Students Receiving Special Education Services	22 ✓	13 ✗	n/a
Students Formerly Receiving Special Education Services	n/a	n/a	n/a
Continuously Enrolled	48 ✓	38 ✗	n/a
Non-Continuously Enrolled	46 ✓	33 ✗	n/a

PROFESSIONAL DEVELOPMENT

The following professional development topics were identified in the needs assessment as a priority for this campus:

- Small Group Instruction
- Tier I instructional Strategies
- Implementing SPED Accommodations/Modifications
- Growth Mindset Training
- Student Behavior Identification/Function
- Expanding the Designing Engaging Work Framework
- Classroom management
- Training in New High Quality Instructional Materials
- Positive Behavioral interventions and Supports

SUMMARY OF DATA FINDINGS (IDENTIFIED NEEDS)

Below is a non-inclusive list of needs considered for the 2023-2024 Bellville Junior High Campus Improvement Plan

- PBIS
- Student Attendance Improvement/Attendance Incentives
- Training in Recently Adopted HQIM
- Increased Parent and Community Involvement on Campus
- Student Writing Practice Across Disciplines
- Data Informed ECT's

2023-2024 IMPROVEMENT PLAN - ACTION ITEMS

1 LEARNING Develop and attain local standards for high levels of integrated learning and performance.				
We learn through experiences that are purposeful and challenging.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
BJHS staff will implement small group instruction during Tier 1 instruction in order to differentiate instruction.	Effective Collaborative Teams (ECTs), Small Group Instruction PD, Map Suite data, Course Assessment Data, New Furniture	Principal, Assistant Principal, Teacher Leaders, Instructional Coaches, Teachers, and Paraprofessionals	October 2023 - Teachers begin implementing small group instruction during Tier 1 instruction	Teachers are able to utilize small group instruction. Walk through data indicates the regular practice of SGI in classrooms.
Provide grade level field trips or BISD Learning Excursions that are relevant to student growth and student learning experience	Funds budgeted for student travel. Grade level lead teachers for travel logistics	Principal, Counselor, Assistant Counselor, Grade level leaders	May 2024 - Destinations are identified, logistics are planned	Field trips/Learning Excursions take place. Student feedback is solicited
We learn through relationships built on trust and respect.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Execute Effective Collaborative Teams (ECTs) for every teacher.	Designated time in the Master Schedule	Principal, Assistant Principal, Counselor, Teacher Leaders	September 2023 - teachers will meet in collaborative teams as a department or content grade level team one time per week.	Teachers are able to meet with their ECTs to discuss designing work/experiences and students progress
BJHS students will be able to communicate their interests through student interest surveys.	Effective Collaborative Teams (ECTs), Schlechty Center design kits, Google Forms	Instructional Leadership team	September 2023 - Complete student interest surveys	Teachers are able to develop and use a design matrix for their courses using the data from the student interest surveys.
Students meet in Flex Homeroom for the first few weeks of school and then every 2-3 weeks on Monday for SEL and relationship building.	Flex Time, Random Acts of Kindness (Free 16 week SEL Curriculum)	Principal, Assistant Principal, Flex Homeroom teachers	August 2023 - Teachers have the SEL curriculum	Curriculum projects, data from the Admin office indicate a lower rate of reports of unkind behavior between students.
BJHS Staff Lunch - N - Learn Activities	Classroom space, staff expertise, scheduling	Principal, Assistant Principal, BJHS Educational Specialists	September 2023 - At least once each grading period	Evidence of staff participation, Feedback from participants

We learn through **ownership** with accountability and feedback.

Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Administer Universal Benchmarks for 6-8 Math, Reading, and Science	MAP Suite	Chief Academic Officer, Principal, Assistant Principal, Math, Reading and Science Teachers	September 2023 - BOY Assessments January 2024 - MOY Assessments April/May 2024 - EOY Assessments	MAP Suite data for BOY< MOY and EOY
Consider implementing a Zeros Aren't Permitted (ZAP) program.	System for getting make-up work to students in Flex, ZAP form	Principal, Assistant Principal, Rtl Coordinator, teachers	August 2023 - present idea to teachers for consideration and discussion October 2023 - Implement if applicable	Numbers of ZAP forms submitted, reduction of failures each grading period

2 LEADERSHIP

Foster a connected, collaborative, and strategic approach to continuous improvement for the district.

Objective 2.1: Establish a strategic and collaborative approach to continuous improvement in all areas of the district's operations and academics.

Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
BJHS Leadership Team Monthly meetings	BJHS Teacher Leaders	Principal/Assistant Principal/Counselor	October 2023 - BJHS Leadership team meetings are scheduled for the duration of the school year	Leadership survey, feedback from teacher leaders
BJHS staff will implement small group instruction during Tier 1 instruction in order to differentiate instruction.	Effective Collaborative Teams (ECTs), Small Group Instruction PD, Map Suite data, course assessment data	Principal, Assistant Principal, Teacher leaders, Teachers, and Paraprofessionals	October 2023 - Teachers begin implementing small group instruction during Tier 1 instruction	Teachers are able to utilize small group instruction
Experiment with co-observations with teachers and administrators.	Co-observation reflection forms	Principal, Assistant Principal	October 2023 - begin scheduling co-observations with volunteers	Co-observations reflections, Google calendar, staff feedback
Creation of Student Leadership Team to act as the voice of the students to help drive growth at BJHS	BJHS student elected Student Leaders	Principal, Student Council Sponsors, NJHS Sponsors	October 2023 - BJHS Student Leadership team meetings are scheduled for the duration of the school year	The first BJHS Student Leadership Team is convened.

Explore the possibility of a Student Senate comprised of student Leaders voted on by Staff to be a part of the Student Leadership Team for the 2023-24 School year	Staff input	Principal, Assistant Principal, Counselor, BJHS Leadership Team	July/August 2023 - Discussion of parameters for the creation of a "Student Senate" and the incorporation of those students into the Student Leadership Team	Development or rejection of "Student Senate" program for SY 23-24
Objective 2.2: Ensure BISD facilities are equipped to effectively support district operations and learning.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Provide all necessary furniture, technology, and supplies to support campus operations and learning.	Campus Budget	Principal, Assistant Principal, Technology Staff, Maintenance Staff	Ongoing - Inventory of classroom furniture and technology	All students and teachers have necessary furniture, technology and supplies
Ensure work orders are approved and completed in a timely fashion	Eduphoria, Maintenance Department, Technology Department	Principal, Director of Maintenance, Director of Technology	Ongoing, follow up with persons entering work orders	BJHS facilities and equipment are functioning optimally to support learning
Conduct a "Facilities Needs Assessment" as part of the CIP for 2023-24	BJHS Staff	Principal, Campus Improvement Committee	June 2024 - Facilities Needs Assessment is Completed.	BJHS Facilities Needs Assessment is evident in the BJHS CIP
Objective 2.3: Maintain superior financial standing and efficient fiscal management.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
BJHS will adhere to BISD purchasing and budgeting guidelines.	BISD purchasing procedure manual,	Principal, Secretary, Department Heads, Club Sponsors	June 2024 - Ongoing throughout school year	All funding is spent appropriately and needs are met.
BJHS will complete the BISD Budgeting Worksheet	BJHS Budget, BISD Budgeting Worksheet	Principal, Secretary	June 2024	BJHS Budget and Budget Worksheet are approved at the BISD Administration Level
Objective 2.4: Promote connectedness between leaders and the work of the district.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
BJHS Staff representation on District Level Committees	BJHS Staff	Director of Future Readiness, Principal	October 2023 - BJHS Staff members represented on DAC/Grading Committee etc.	Feedback from BJHS Staff on District Level Committees
Create presentations to showcase campus successes during spotlights at board meetings.	Campus staff and students	Principal, Teacher Leaders, Coaches, Club Sponsors	2023-2024 School Year - Spotlighting student work throughout the school.	Successful spotlight at board meeting
Explore the possibility of district level Teacher Musical Chairs on a volunteer basis.	Scheduling, Inter-campus communication	Principals, Teacher Leaders	December 2023 - Notes from department meeting discussions about TMC	Spring 2024 - Development or rejection of TMC on a district level

Objective 2.5: Be intentional in ensuring all work of the District supports the established vision and goals				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Frame all meetings and learning opportunities through the lens of our district culture of: Family, Trust, & High Expectations, and with a focus on Relationships, Ownership, & Experiences	Superintendent and other Central Office administrators	Principal, Assistant Principal, Teacher leaders	Ongoing	Meeting agendas and staff feedback "Boomerangs" of leadership language

3 CULTURE Create a culture that attracts, develops, and retains exceptional individuals to be part of our district and community.

Objective 3.1: Ensure all staff feel valued and appreciated.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Staff Wellness Checks	Staff meetings, Reflective questions, GAP Meeting Schedules	Principal, Assistant Principal	BOY, MOY, EOY GAP Meetings	Staff self assessments in GAP Documents
Solicit and respond to input from staff regarding the ways in which they want to be valued.	Digital Surveys	Principal, Assistant Principal, Counselor, Faculty Club Sponsor	December 2023 - Creation and delivery of digital surveys	Digital survey responses
BJHS Faculty Club Luncheons	Faculty Club Activity Account	Principal, Assistant Principal, Counselor, Assistant Counselor, Faculty Club Sponsor, Secretary	September 2023 - Faculty Club Luncheons are scheduled for the year	Participation in Faculty Club luncheons, Feedback from BJHS Staff
BJHS NJHS 5 Days of Christmas	NJHS, Small prizes for staff	NJHS Sponsors	November 2023 - NJHS has scheduled 5 days of Christmas	Feedback from BJHS Staff
Teacher Appreciation Week Activities	Prizes, food	Front Office Staff, Student organization sponsors	April 2024 - Activities for Teacher Appreciation Week are scheduled	Feedback from BJHS Staff
Teacher of the Month Awards	Prizes, Forms, Certificates	Principal, Assistant Principal, Counselor, Testing Coordinator	September 2023 - April 2024	Teacher of the Month is nominated and selected monthly.
Objective 3.2: Effectively recruit, hire, onboard, train, and retain exceptional individuals to be part of the BISD team.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Attend job fairs to recruit highly qualified teachers.	Region Service Centers, Central Office Staff, Universities	Chief Talent Officer, Principal,	2023 - 24 School Year - Select opportunities to attend job fairs	Attend job fairs and recruit highly qualified teachers.

Continue to establish diverse interview committees and work to hire the "Ideal Team Player"	BJHS Interview Teams	Principal	Ongoing - Interview process and questioning	"BJHS family" staff members are selected, hired, and retained
Welcome Wagon Committee - Campus "How To's" for new staff and Bottom Line Up Front information.	Time, Meeting Space	Principal, Assistant Principal, Welcome Wagon Committee Chair	August 2023 - Staff who are new to campus participate in the Welcome Wagon activities. The new hire cohort will meet with the Welcome Wagon Committee at least once per grading period.	Feedback from BJHS staff that are new to BJHS
Teacher Mentorship Program	Time, Meeting Space, Mentor Volunteers	Chief Talent Officer, Principal, Mentor Teachers	August 2023- New staff and teacher mentors are aligned	Feedback from new staff members
Objective 3.3: Create an organizational structure that effectively supports the learning and work of the district.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Conduct regular BJHS Leadership team meetings	Meeting space	Principal, Department Heads, Teacher Leaders	September 2023 - Meetings scheduled for duration of school year	Feedback from BJHS Staff
Implement efficient process for teachers to request resources, maintenance, & support	Eduphoria, Purchasing Procedure Manual,	Principal, Assistant Principal, Counselor, Secretary	Ongoing	Evidence of staff requests for and receipt of, materials, services, and/or support
Objective 3.4: Foster a culture of collaboration and learning.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Teachers observe teachers on a volunteer basis to learn and to receive feedback	Campus personnel	Principal, Assistant Principal, Department Heads	Ongoing - Scheduling discussions during common planning time	Culture of openness and collaboration is created
Shared conference planning times that allow at least grade level teachers within the same discipline to plan together on a weekly basis.	Master schedule,	Principal, Assistant Principal, Counselor	August 2023 - Master Schedule framework is established.	Teachers have shared planning times in the master schedule.
BJHS Staff Lead Lunch - N - Learn Activities	Classroom space, staff expertise, scheduling	Principal, Assistant Principal, BJHS Educational Specialists	September 2023 - At least once each grading period	Evidence of staff participation, Feedback from participants
Objective 3.5: Ensure all staff feel inspired and supported in pursuit of personal and professional goals and growth.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Conduct department level surveys with regards to P.D. needs and wants.	Google Forms	Chief Academic Officer, Principal, Assistant Principal, Department Heads	December 2023 - Department level surveys returned	Actionable information to direct PD planning

Specialized PD plans at the department level	Department feedback on growth needs, BISD PD Resources	Chief Academic Officer, Principal, Assistant Principal, Department Heads	May 2024 - Departments have summer exchange days/PD tailored to their needs	Feedback from staff on PD plans
Empower and encourage staff to take on leadership roles in various campus and district activities.	BJHS Staff	Principal, Assistant Principal, BJHS Staff	Ongoing - Teachers volunteer for leadership roles	Teacher leadership roles are filled with committed individuals with a growth mindset
Objective 3.6: Establish "The Bellville Way" as a driving movement for unity and development of individual and collective values and character.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Begin to implement restorative practices with staff and students	BISD Restorative Practices Handbook, Restorative Practices team	Assistant Principal, Counselor	Ongoing	Reduction in OSS and ISS placements Parent and Staff feedback
Character Development Courses for Students	Character Development Curriculum, Teachers	Principal, Counselor, Character Development Teachers	August 2023 - Character Development Class is in place for all 7th Grade students at BJHS	Improved student culture and behavior
Teach and model Brahma PRIDE	Campus Personnel	BJHS Staff	Ongoing - Students are aware of Brahma PRIDE expectations	Improved student culture and behavior
Revamp the BJHS PBIS Point System and Store	Local Funds, point tracking system, student input	PBIS Committee, Principal, Assistant Principal, Behavioral Staff, Counselor, Secretary	October 2023- Convene the PBIS Committee May 2024 - Communicate the revamped PBIS to campus	An organized concrete PBIS system is ready to install Student participation
RAP Mentorship Program	Meeting space, scheduling, RAP mentors	Principal, Counselor, RAP Coordinator	Ongoing - Students meet regularly with RAP Mentors	Improved student performance and behavior for participating students

4

COMMUNITY

Cultivate connections in our schools and our community to ensure all feel safe, valued, and engaged in meaningful ways.

Objective 4.1: Engage district and community stakeholders in meaningful ways.

Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Convene a campus improvement committee comprised of parents, teachers, and paraprofessionals and follow the YAG process for assessing and addressing campus improvement	Meeting space, meeting time,	Principal, Assistant Principal, Department Heads	September 2023 - Committee members selected, meetings are scheduled	June 2024 - Campus improvement plan is completed using the BISD needs assessment process.

Develop a monthly digital school newsletter to highlight campus events and student work	Journalism class, Digital Resources to create School Newsletter	Principal, Office staff, Journalism teacher and students	Monthly	School Newsletter is produced Parent feedback
Host ESL "FIESTA" for parents at least once per grading period	Local Funds	ESL Specialist, Principal	Each grading period - Parent sign-in sheets	Parent attendance
Host the BJHS Science Fair for the community to attend	Instructional time, Gym Space for the Fair	Principal, Science Department Head	Spring 2024 - The Science fair is scheduled and executed.	Student participation in the Science Fair
Host "Family Science Night" at BJHS	B.E.S.T Booster Club, meeting space	Principal, B.E.S.T. Booster Club President	Spring 2023 Organizations bring displays for "Family Science Night"	Community attendance
Host the BJHS Career Fair	Scheduling presenters, classroom space, technology resources for presentations, lunch for presenters, appreciation gifts for presenters	Principal, Teacher Leaders	Fall 2024 - BJHS Career Fair is full scheduled and executed	Survey Feedback from staff, students, parents, and presenters
Parent chaperones for grade level field trips & BISD Learning Excursions	Parent Volunteers	Principal, Assistant Principal, Counselor, Teacher leaders	June 2024 - Grade level field trips/BISD Learning Excursions are executed with the help of parent volunteers	Grade Level field trips and BISD Learning Excursions commence Parental participation
Objective 4.2: Positively contribute to our community.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Utilize the local newspaper, district website, campus marquee, and BISD social media for communication purposes	All local media outlets	Superintendent, Principal	Ongoing - Student recognition, newspaper articles, BISD social media posts	Better communication between school and community.
Provide Honor Roll recognition every grading period in the newspaper	Local Newspaper	Principal, Counselor, Secretary	Each Semester - Names submitted to newspaper	Newspaper articles
Staff and students participate in the District Day of Service	BJHS staff and students, Highschool coordination	Principal, HS Principal, BJHS Staff and students	December 2023 - BISD hosts a District Day of Service and BJHS stakeholders participate	BJHS stakeholder participation in the BISD District Day of Service.

Objective 4.3: Foster support from Bellville ISD Education Foundation and engage Alumni in meaningful ways.

Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Support work and fundraising for BISD Education Foundation and implement a plan of action for positive impact on students and staff.	Education Foundation Community	Campus Admin, Counselors, Ed Foundation	May 2024 - Review at the end of the year with the Education Foundation to see what areas were funded.	Increase in Education Foundation funding of teachers initiatives related to student experiences.

STATE AND FEDERAL REQUIREMENTS

Continuously improve upon district performance on each state assessment and accountability ratings, decrease identified achievement gaps, and ensure exceptional annual progress for each student

Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
District and All Campuses				
Vary instructional methods for addressing the needs of student groups not achieving their full potential	Curriculum Resources RTI (MTSS) Interventionists	Campus Principals MTSS Interventionists	2023 - 2024 School Year Progress Monitoring	Improved EOY Benchmark scores
Provide methods for addressing the needs of students for special programs, including: <ul style="list-style-type: none"> • Suicide prevention programs • Conflict resolution programs • Violence prevention programs • Dyslexia treatment programs • Dropout reduction programs 	Dyslexia Intervention Social Emotional Learning Bullying and Drug Free promotion Response to Intervention	Campus Principals Campus Counselor Dyslexia Teachers RISE Staff Classroom Teachers	2023 - 2024 School Year Methods observed throughout the school day	Positive campus climate
Integrate technology in instructional and administrative programs	Technology Local Funds ESSA Funds	Campus Principals Classroom Teachers Director of Technology	2023 -2024 School Year Increase in student technology proficiencies	Increased use of technology in the classrooms
Implement positive behavior interventions and support, including interventions and support that integrate best practices on grief-informed and trauma-informed care	PBIS - Brahma PRIDE RISE Local Funds	Campus Principals Classroom Teachers RISE Staff	2023 -2024 School Year Students working towards earning PRIDE tickets and prizes	Positive campus climate

Provide staff development for professional staff	Multimedia Resources	Campus Principals Campus Counselor Chief Academic Officer	2023 -2024 School Year Professional Development Schedule	Staff accumulates CPE Hours
Provide career education to assist students in developing the knowledge, skills, and competencies necessary for a broad range of career opportunities	E.P. Courses CTE Fair Local Funds Career Fair	Campus Principal Pathway Teachers CTE Teachers Career Fair Presenters	2023 -2024 School Year E.P. Course Enrollment CTE Fair Attendance Career Presentations	Increased student awareness of career opportunities.
Provide accelerated education opportunities for students that are at-risk	RTI	Campus Principal RTI Coordinator RTI Teachers	2023 -2024 School Year Progress Monitoring	Improved EOY assessments
Implement a comprehensive school counseling program	SEL Courses in 7th Grade SEWB Course in 8th Grade	Campus Principals SEL Teachers SEWB Teachers Campus Counselor	2023 -2024 School Year SEL strategies observed throughout the campus	Increased student morale
Provide information to elementary, junior high, and high school students and parents about the following: <ul style="list-style-type: none"> Higher education admissions and financial aid opportunities and sources of information The need for students to make informed curriculum choices to be prepared for success beyond high school 	College promotion days	Campus Principals Campus Personnel	2023 -2024 School Year High percentage of staff participate in college promotion days	Students begin to participate in college promotion days as well.
Provide a program to encourage parental involvement at the campus	Parent Volunteers, Chaperones, FIESTA's	Campus Principals Volunteer Coordinator ESL Specialist	2023 -2024 School Year Parents are encouraged to participate in school activities	Parental participation in appropriate school activities
Elementary and Junior High Campuses				
For elementary and junior high campuses, set goals and objectives for the coordinated health program at the campus	Physical Education through PE\Athletics	Campus Principals PE Teachers Coaches	2023- 2024 School Year Variety of PE/Athletics activities	Variety of PE/Athletics activities throughout the school year